

24 March 1981

MEMORANDUM FOR: Director of Personnel Policy,  
Planning, and Management

FROM : [REDACTED]  
Deputy Director for Policy, Analysis  
and Evaluation

SUBJECT : Task Force on Overseas Incentives

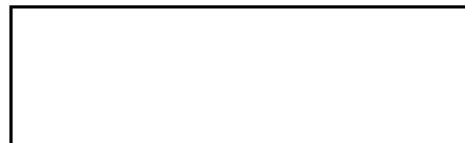
1. On 12 December 1980, you convened a meeting of Agency representatives to discuss an Overseas Pay Schedule developed jointly by the Policy Staff and the Office of Finance. [REDACTED]

[REDACTED] These attendees agreed that the new pay schedule was a good idea and that it should be recommended to the DCI for approval at the earliest opportunity.

2. At this meeting there was also discussion of other incentives that would attract and retain employees in our overseas service. It was decided that each attendee would identify ideas for upgrading existing benefits or developing new incentives for overseas service and that this group would meet again to discuss these. On 17 December, the group reconvened and discussed a variety of different incentives. At this point the group was referred to as the Task Force on Overseas Incentives. A third Task Force meeting was held on 6 January 1981 to review, item by item, a list of overseas incentives that would not require legislation to implement or upgrade. The list was refined and various actions were assigned to the Travel Policy Committee.

3. The Travel Policy Committee has approved some of the recommendations for overseas incentives and action is pending on others. There have been no meetings of the Task Force since 6 January. Meanwhile, two new submissions to the Task Force have been received [REDACTED] One requests that the overseas pay schedule be continued for certain employees serving in CONUS, and the second concerns evacuation planning and related benefits. It is my opinion that Task Force action on these items is not appropriate at this time because 1) funding for the overseas pay schedule for FY-81 has not yet been identified, nor has this new benefit been implemented, so it is too early to plan for coverage of employees serving in CONUS; and 2) the development and updating of contingency casualty plans is the responsibility of operating officials who have activities of a hazardous nature under their jurisdiction.

4. The Travel Policy Committee and the SSA/DDA, along with Contract Personnel Division, have been and continue to be the focal points for suggestions and action on changes in most benefits and allowances for employees serving overseas and at domestic locations. For this reason, and since the initial goal of your first meeting with the Task Force -- approval of an overseas pay schedule -- has been accomplished, I recommend that you disband the Task Force. If you agree, I will advise each member but I will also request that, where appropriate, they continue to surface incentives for overseas and domestic service.



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Attachment  
(Outline of Items/Actions Taken)

Outline of Items Identified by the  
Task Force on Overseas Incentives and  
Actions Taken on these Items:

Liberalized R&R - Submitted to the Travel Policy Committee (TPC). A change in regulation has been prepared and OGC is reviewing. This item is expected to be approved.

Storage of POV - Submitted to TPC for review. Action pending.

Physical Security Allowance - Proposal is awaiting OGC approval.

Increased TLA - Agency is using the most favorable FTR rate. No cases of undue hardship have been reported. No further action at this time.

Increased HHE Shipment Allowance - It was determined that we have a favorable allowance and this benefit is frequently reviewed by the TPC. TPC is close to a decision on a new HHE shipment entitlement for husband and wife employees.

Quarters Allowance for Domestic Assignments - As a result of a recent West Coast review, a proposal has been submitted to the DDA recommending a housing allowance [redacted] GSA and OMB are also reviewing a (separate) benefit package for [redacted] locations outside Washington, D.C.

Cover Allowance - After review, this was not considered a serious problem. Requests for relief will continue to be reviewed on a case-by-case basis.

Dual Entitlements for Agency Employees Who Are Husband and Wife - The TPC has reviewed this issue over the course of several recent meetings and addressed the areas of applicability, general travel allowances, temporary lodging, air freight, HHE shipment, POV shipment, miscellaneous expenses, housing allowance and home leave travel. General agreement has been reached on new entitlements in each of these areas and a request for change in the applicable regulations will be submitted to the DDA in March 1981.

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